

An appeal to Union of Part-Time Faculty (UPTF) supporters:

In recent weeks, the Union of Part-Time Faculty at Wayne State University has reached a critical juncture in our negotiations for our first contract that began in November 2007. The WSU administration has said “no” to job-security for our members, even those with many years of service to the university. Rather than recognizing longevity as a contractual basis for future employment, the administration has proposed a vague concept: “first consideration.” As a replacement for the simple and democratic principle of seniority, first consideration is both inadequate and ill-defined. The UPTF has informed the administration that it will not accept a contract without serious job security provisions.

To support the union’s proposal, contact WSU President Irvin Reid and tell him that you support the fundamental right of job security for UPTF members. If writing an email to Reid please cc it to: staff@uptf.org. For more information and/or background on the UPTF visit: www.uptf.org.

Thank you for your support.

In unity and solidarity,
The UPTF Union Council

Office of the President

Attention: President Irvin D. Reid
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Detroit, MI 48202

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Talking points:

A seniority system providing part-time faculty members with job security is beneficial to the Wayne State community in a number of ways. When instructors are able to rely on their continued employment by Wayne State, they can make long-term plans for their courses, and develop mentoring relationships with students. When instructors have adequate notice of teaching assignments and schedules, they can better prepare their courses and students can register for additional classes with instructors they have worked well with. In short, job security for instructors means a stable and supportive educational environment for students.

Without job security for part-time faculty members at Wayne State, the education of its students will continue to suffer. Students now frequently complain about the transience of their instructors—scenarios where a student establishes a relationship with an instructor only to have him or her disappear from the institution, or where they are unable to register for a course with an instructor because he or she doesn’t yet have a course assignment. Such situations mean that Wayne State students face even greater struggles in completing their degrees.

I am distressed by the administration’s refusal to agree to such a modest request as job security/seniority that would make such a tremendous positive change in the education provided to its students. I, along with many of my campus and community friends, are determined to improve the working and educational environment at WSU. Your support of the UPTF contract proposals will demonstrate that you care as much as we do about the quality of education that Wayne State University offers. Δ